Agreement on the Inclusion of People with Disabilities at the University of Mannheim

According to Section 83 of the Ninth Book of the German Social Code (SGB IX) in the Version Valid Until 29 December 2016

Preamble

People with a disability rely on social protection and solidarity more heavily than others. Their inclusion in the workplace and in educational institutions plays a key role in guaranteeing them equal participation in social life. In light of an above-average unemployment rate of disabled people, we have a social obligation to make every effort to include people with disabilities in our professional workplace. As a public employer, the University of Mannheim is aware of its duty to set an example and is deeply committed to fulfilling its responsibility in this respect.

With the integration agreement laid out in section 83 of the ninth book of the German Social Code (SGB IX) in the version valid until 29 December 2016, German legislation provided for a new means of including disabled people in employment that the University of Mannheim is more than willing to implement in its own legal framework. In doing so, the university aims to add to the guidelines specified in SGB IX and the administrative regulation on employing people with disabilities in the administration of the Land in the respective valid versions by establishing concrete and binding rules of conduct and agreements on objectives. By cooperating with the Representative for Employees with a Disability and the Staff Council based on partnership and mutual trust, the university also aims to promote and achieve the permanent professional inclusion of people with disabilities.

The objectives and measures defined in this agreement are to be evaluated two years after the agreement comes into effect, and, if necessary, to be modified depending on the success rate of the agreement.

1. Scope

This agreement applies to individuals with a disability as defined in section 2 subsection 2 SGB IX and to individuals with equal status as defined in section 2 subsection 3 SGB IX. To the extent that individual provisions of the agreement determine the conduct of employees towards disabled people, it also applies to all employees of the University of Mannheim.

2. Review (as at 31 December 2015)

In the year 2015, the employment rate of staff with a disability was 3.65 %. On the reporting date, 61 individuals with a disability (38 women and 23 men) were employed at the University of Mannheim, which equals a rate of 2.36 %.

- The rate of disabled employees in research and teaching was 0.15 %.
- The rate of disabled employees among non-academic staff members was 9.86 %.
Of the 61 employees with a disability, 27 worked part-time, 23 of which are women. On the reporting date, one person with a disability was in vocational training.

3. Objectives
The university has set itself the target of attaining a stable employment rate of at least 5% of staff with disabilities. It particularly aims to increase the number of disabled employees with research and teaching responsibilities. The university also strives to enable young people with a disability to complete vocational training. Part-time employment will be supported especially in cases where it makes employment of disabled people possible in the first place.

4. Measures
4.1 Employment
The University of Mannheim will proceed in accordance with the provisions set out in sections 81 and 82 SGB IX and the administrative regulation on employing people with disabilities in the administration of the Land (SchwbVwV). In addition, the departments and divisions will inform the Representative for Employees with a Disability of any new job postings by sending him or her the job advertisement texts in due time. The Representative for Employees with a Disability must be notified of any applications by disabled people immediately, i.e. as soon as the application is received.

4.2 Accessibility
In the scope of its possibilities, the university will take measures to ensure that the employment of disabled people is not prevented due to structural or technical issues and that parts 1 to 3 of the DIN 18040 are observed. Any constructions or renovations of buildings or building parts must be discussed and coordinated with the Representative for Employees with a Disability at the beginning of the planning phase and at regular intervals. The University of Mannheim will observe the provisions set out in the act on equal treatment of people with disabilities of the Land of Baden-Württemberg (L-BGG).

4.3 Working conditions
Employees with disabilities must be provided with the best possible working conditions that are individually geared to their specific requirements. To ensure this, the heads of departments and institutions are obliged:
1. to include employees with a disability in working life with special consideration of their individual needs,
2. to equip their workplace with the necessary aids,
3. to consider their individual capacities and skills.

The University of Mannheim will observe the provisions set out in section 81 SGB IX and in SchwbVwV.
4.4 Continuing education
Employees with disabilities must not be disadvantaged when it comes to continuing education programs and are to receive continuing education offers that are specifically geared to their individual needs.

4.5 Assessment
If requested by an employee with a disability, the Representative for Employees with a Disability will join in talks where the employee is given an assessment of his or her performance.

4.6 Supportive aids
In order to facilitate the work of disabled employees and to improve their performance, the university will provide any aids they might require depending on the nature of their disability. Employees with disabilities who rely on work assistance (for instance sign language interpreters, readers, assistants for people who use wheelchairs) will be guaranteed that the latter is available to them whenever required.

4.7 Rehabilitation and care
To avoid that an employee with a disability becomes unable to work, the university places special emphasis on early intervention. Intervention measures are to be given priority over rehabilitation measures, as renewed integration into the workplace becomes increasingly difficult the longer the employee is unable to work. Measures of support will be implemented according to the provisions laid out in section 84 SGB IX.
In case employees with disabilities are only able to take advantage of rehabilitation measures offered by statutory rehabilitation providers during their working time, they must be released from work during this time under the provisions of applicable collective agreements and civil service regulations while continuously receiving their remuneration. Employees with disabilities may seek counsel from the occupational medical service regarding prevention and health promotion measures at the workplace as well as special aids and benefits for participation in working life.

5. Report by the employer
The university will report on all matters relating to the inclusion of disabled employees at the meetings held in line with section 95 subsection 6 SGB IX. In an annual updating, the university will lay out the workforce structure including the rate of staff with disabilities according to section 80 subsection 2 SGB IX and transmit the collected data to a designated inclusion committee by 30 June of every year. The inclusion committee will evaluate the data and inform the university of the current situation. It will also propose measures to achieve the objectives agreed upon. Moreover, the parties involved will propose and agree upon new objectives.
6. Entry into force

This agreement enters into force on 1 May 2016. It may be terminated subject to a period of notice of one year. In case the inclusion agreement is terminated, the current version of the agreement remains valid until a new inclusion agreement is concluded.

The Federal Employment Agency and the Integration Office will receive a copy of this agreement.